



# 2003 Army Acquisition Workforce Conference

February 11-12, 2003    Atlantic City, New Jersey





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## PM Post Utilization Task Force

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# Agenda

## Post Utilization Taskforce

- **Historical Perspective and Methodology**
- **Twenty-Seven Taskforce Interventions**
- **Alternative Acquisition Career Models**
- **Interventions Update**
  - **Action Officers**
  - **Timeline(s)**
  - **Status**
- **Questions/Review**



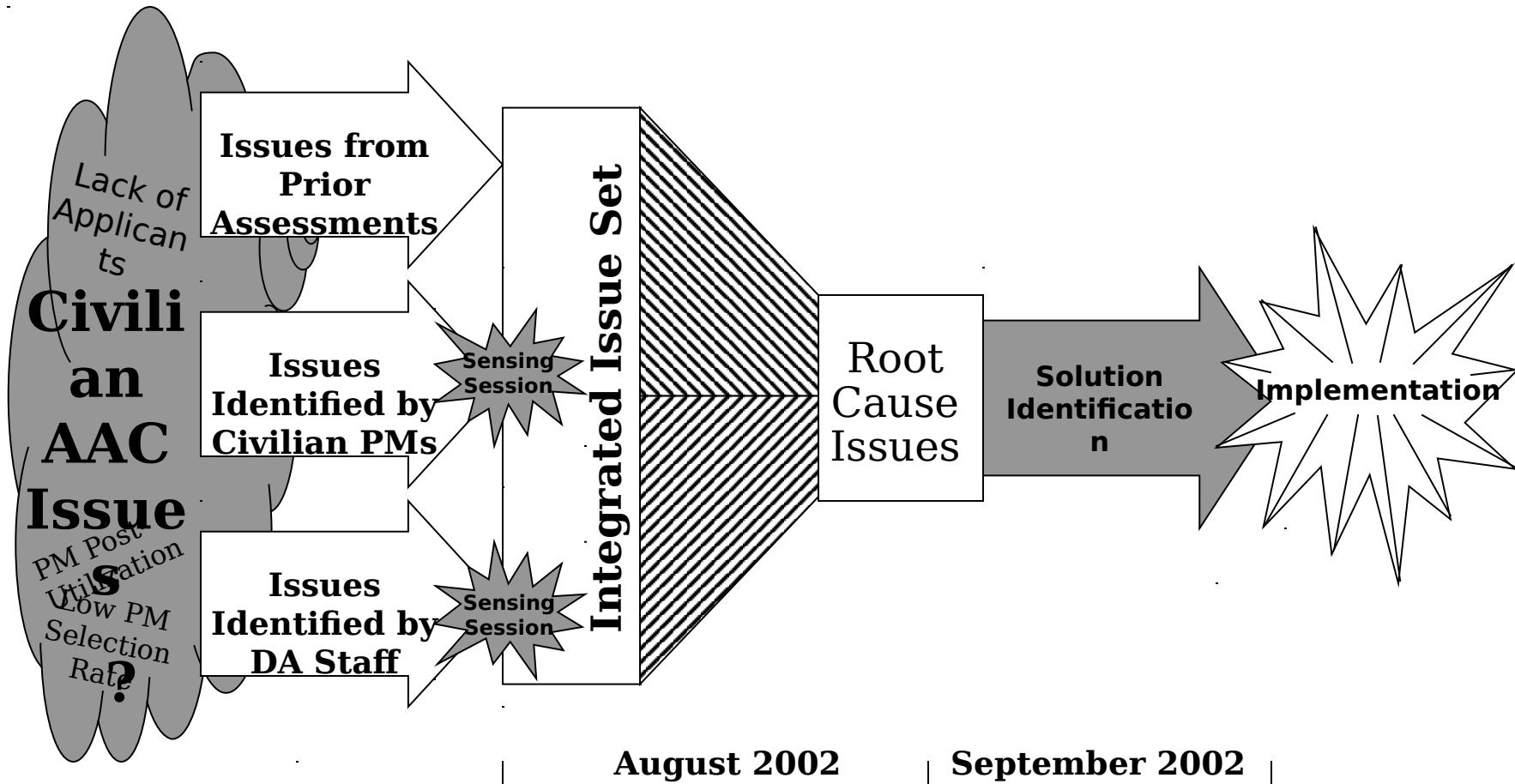
# Taskforce Objectives\*

- The Army Acquisition Corps (AAC) has recognized that civilian applicants **have not fared well** on recent Product/Project Manager (PM) selection boards
- There is no institutional process to provide PMs, Senior Service College (SSC) graduates, and Long Term Training (LTT) program participants with "appropriate equal or greater responsibility" post assignment positions
- The AAE Mr. Bolton, has tasked the ASC to establish an AAC Civilian PM and Post-utilization Taskforce
- To ensure this taskforce develops in-depth solutions that address the root cause issues, we need to capture all the concerns and career management problems experienced and/or recognized by civilian PMs. By doing this, the taskforce can ensure that our solutions **bring closure to the full spectrum of issues inhibiting achievement of the AAC goals to create a balanced and professional workforce.**

\* Briefing to Mr. Bolton, 23 September  
2002



# Taskforce Roadmap





## PM Sensing Session Participant Statistics

- There were 49 individuals in the population of current and former centrally selected civilian Product and Project Managers
  - 22 were current or former Product Managers (8 of whom became Project Managers)
  - 35 were current or former Project Managers (8 of whom are also former Product Managers)
- Of the 49 individuals, 26 participated in the sensing session
- Of the 26:
  - 5 are currently Product Managers
  - 5 are currently Project Managers
  - 3 are in follow-on positions of “greater responsibility” (1 SES)
  - 3 are currently in follow-on positions of lesser responsibility
  - 1 is in a holding position until a job materializes
  - 3 started ICAF in August 2002
  - 3 have retired
  - 2 will retire by the end of CY 2002
  - 1 left DA for government service outside DoD
  - 5 have been Project Managers twice
  - 4 had been Product Managers before becoming Project Managers
  - 5 had been in the CDG before becoming Product Managers



## DA Staff Sensing Session Participant Statistics

- **13 Participants Representing:**
  - **US Total Army Personnel Command**
  - **Acquisition Support Center**
    - Force Structure
    - Career Management/Proponency
    - Personnel Management
- **3 Participants had been in the CDG program.**



# Root Cause Issue Analysis and Solution Identification

- Root Cause Issue Analysis completed 14 Aug 02
  - **14 Major Root Cause Issue Groups**
  - **40 Detailed Issue Statements.**
- Solution Identification
  - **10 Solution Implementation Categories**
  - **40 Issue - Solution Actions (some merged in implementation)**



## The Integrated Issue Set

<u>Source</u>	<u>Issues</u>	<u>Categories *</u>
<b>PMs</b>	<b>75</b>	<b>14</b>
<b>Staff</b>	<b>55</b>	<b>17</b>
<b>Other</b>	<b><u>6</u></b>	<b><u>1</u></b>
<b>Totals</b>	<b>136</b>	<b>32</b>

\* The largest category contains 13 issues, the smallest contains just one.



## Root Cause Issues

- Unclear and Inconsistent Mobility Expectations and Policy
- Lack of Financial Incentives
- No Career Path Beyond GS-15/NH-4/O-6 Level PM
- Improper Use of Permanent Assignments to Temporary/Term Positions
- Supervisory & Pre-Command Training
- No Meaningful Civilian Career Model
- Civilians Lack Understanding of the Boarding Process



## **Root Cause Issues\_** **(Continued)**

- SRPE
- ACRB
- Inadequate and Inconsistent Administration of Benefits and Entitlements
- Peer Socialization and Leadership Recognition
- Inadequate Cross-Function Communication Within ASA(ALT)
- Lack of Acquisition Requirements Accountability
- Inadequate Leadership Commitment and Follow-Through



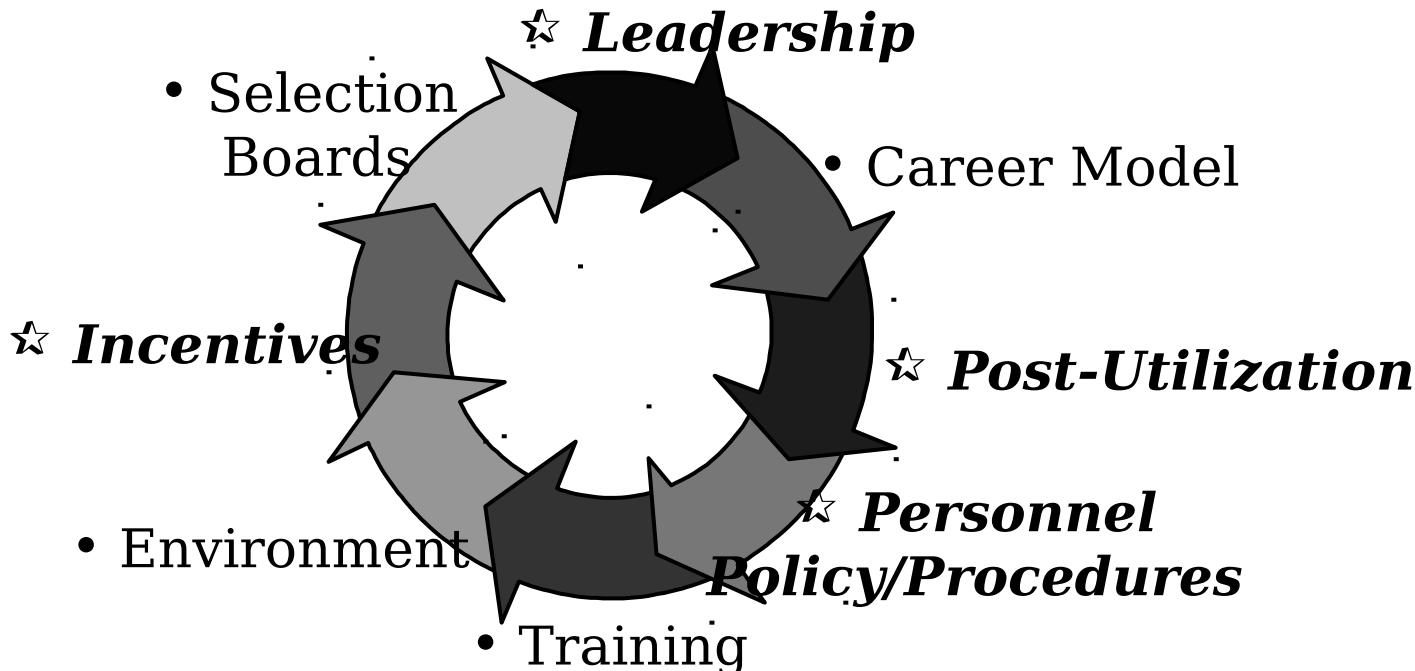
## Solution Categories

- Road to SES
- Personnel Action Execution
- Personnel Management Policy
- Benefits Counseling and Administration
- Civilian Career Model
- Board/Selection Process
- Training Initiatives
- DA Policy
- ASC and PERSCOM AMB Policy and Procedures
- Leadership



# Implementation

34 Actions in 8 Categories



- This Briefing Addresses the 16 Solutions Requiring AAE/DACM Action**
- Categories to be Addressed:

- Leadership - 7 Issues
- Post-Utilization - 2 Issues
- Personnel Policy/Procedures - 3 Issues
- Incentives - 3 Issues

- Back-up Charts Address:
  - The 18 Solutions Requiring Staff Action
    - 5 Actions Completed
    - 13 Actions Open
  - Taskforce Process Detail
  - The Personnel Assignment Time-Line
  - The AAC Career Model



## Leadership

- **Issue:** Past leadership oversold “blue sky and sunshine” to the workforce. Promises such as ***“You will be given an assignment of appropriate greater responsibility after completion of your tour as a PM”*** have resulted in false perceptions and unrealistic expectations.
- **Action:** Present leadership needs to continue to ***“tell it like it is.”***



# Leadership

- **Issue: SRPEs and ACRBs**
- **Solution: Implement several revisions to the SRPE and the ACRB to included clarification of who should complete the SRPE for matrixed employees.**
- **Discussion: The taskforce identified that a cultural change is needed in the way civilian appraisals and SRPEs are handled. SRPEs need to receive the same level of management attention as is provided to OERs. With the implementation of the revised the SRPE, such a culture change could and should be achieved.**
- **Status/Implementation: Partially Completed.**
  - Redesigned SRPE being staffed for implementation
  - Revised SRPE guidance for matrixed employees included in announcement
  - Memorandum on SRPE culture change being staffed for LTG Caldwell's signature
  - ACRB revisions to be addressed by an ASC led IPT



# Leadership

- Issue: **PERSCOM AMB has difficulty in getting AAC SESs to make themselves available to serve on AAC boards where SES and GO participation is required.**
- Solution: **A personal memorandum from the AAE and/or the MILDEP needs to be sent to each SES to put a proper command emphasis behind the board process.**
- Discussion: **Mr. Snyder indicated this is a problem that extends beyond the AAC. He indicated he wanted to look into it for additional emphasis Army-wide.**
- Status/Implementation: **Open**
  - Memorandum being staffed for Mr. Bolton's signature



# Leadership

- **Issue: Inappropriate and excessive waivers (CAP, Certification, Acquisition Corps Membership)**
- **Discussion: There are numerous historical examples of waiver abuse. These abuses undermine the credibility and integrity of the AAC.**
- **Discussion: The 2 July 2002 policy memorandum on waivers was unknown to the sensing session participants who identified this issue.**
- **Status/Implementation: Completed.**
  - The 2 July 2002 policy memorandum, ***if rigorously implemented and enforced***, resolves the issue.



# Leadership

- **Issue:** **Civilians frequently do not receive clear and accurate counseling in conjunction with relocation to PM positions. Sponsorship and guidance at the gaining activity varies widely between organizations, and is usually inadequate.**
- **Solution:** **Strengthen the sponsorship program for civilian PMs**
  - Civilian PMs should be given civilian sponsors who are well established in the community.
  - Sponsorship at the gaining activity needs to provide complete and timely information on local customs, rules, laws, housing, shopping, etc.
- **Status/Implementation:** **Open**
  - Memorandum being staffed for LTG Caldwell's signature
  - Topic for discussion at AAC Workshop Executive Session



# Leadership

- **Issue:** **There are strong feelings among the civilians that all PMs should be BQ. There is a perception that the best jobs are reserved for the military and the civilians get the jobs considered inappropriate for an officer.**
  - Anecdotal data supports this perception.  
**Q: Where are the civilian ACAT-1 PMs for lethal systems?**  
**A: No one can remember there ever being one.**  
  
**Q: When was a civilian selected as PM of the Year?**  
**A: From 1994 to the present, there were none.**
    - 11 LTC Product Managers of the Year (2 years had 2 selectees)
    - 10 COL Product Managers of the Year (1 year had 2 selectees)
- **Solution:** **AAC leadership must ensure that civilians are considered for ACAT-1 programs and AAC awards.**



# Leadership

- Issues:
  - There is little or no mentoring of civilian and military PMs
  - Some officers and senior civilians are openly expressing nonsupport of the AAC, the central selection of civilian PMs and the requirement for individuals to achieve DAWIA mandated certification.
    - **Lack of senior leadership support in the field is detrimental to achieving an increase in applications for CSL positions from the AAC's most highly qualified civilians.**
    - **The lack of senior leadership commitment has exacerbated the problems in cross training and post-utilization placement.**
- Solution: **Mr. Bolton and LTG Caldwell have to come on-line with their senior leadership (O-5/GS-14/NH-IV) to ensure all are speaking with the same voice.**



# Career Model

- **Issue:** **There is no AAC civilian career model that clearly articulates the differences between civilian and military AAC careers and provides a meaningful structure for career planning and the building of career expectations.**
- **Solution:** **Develop a career model (see next charts), incorporate it in the AAC Career Management Handbook and briefings to AAC selection boards.**
- **Benefit:** **Provides a framework for realistic expectations and career planning.**
- **Status/Implementation:** **Open - Partially Completed**
  - Model development completed.
  - Rewrite of Career Management Handbook.



## Post-Utilization

- Issue: **No perceived or actual career growth link between PM level acquisition leadership and SES positions.**
- Solution: **Make “Demonstrated leadership in the discipline of acquisition/program/project management” a mandatory technical qualification for all acquisition related AAC SES positions.**
- Benefit: **Ensures acquisition/program/project management is addressed as a technical qualification in all acquisition related AAC SES positions (some AAC SES positions do not require program/project management skills). Because the ASA(M&RA) is the only one with authority to issue SES policy, action must be worked through ASA(M&RA)**
- Status/Implementation: **Open**
  - Memorandum to Mr. Brown being staffed for Mr. Bolton's signature



**Decision Required**  
Temporary Parking  
Spaces or  
Permanent  
Assignments?

# Post-Utilization

- **Issue:** **The AAC has no temporary places to place or utilize individuals until they can be either reassigned to another centrally selected position or graduated from the PM ranks into a suitable permanent position.**
- **Solution:**
  - Option 1: Temporary Parking Spaces: Require Acquisition Commanders/PEOs to identify one to three TDA spaces for placement on an annual basis, depending upon the number of PMs needing placement. Concept is to fill key PEO staff positions (e.g., Omnibudsman, Chief Special Projects, Chief HTI) on a temporary basis or provide resources for rotational/sabbatical positions such as MACOM Staff, OSD Staff, DAU adjunct instructors, or Training with Industry.
  - Option 2: Use personnel system to identify 3 or more permanent vacancies, give choice and direct assignment.
- **Benefits/Discussion:** **LTG Caldwell expressed support for pursuing both options**
  - Option 1: Puts the individual into a position from which he/she can look for and secure a follow-on position either by applying for another centrally selected position, securing a promotion, or securing a lateral into a permanent position.
  - Option 2: Permanent one step solution, doable now - Mr. Snyder's preferred option
- **Status/Implementation:** **Open - Decision Required - (Option 1, Option 2, or Both)**
  - Implementing policy to be written
  - ASC action



# Personnel Policy/Procedures

- **Issue:** **PM tours are by definition temporary assignments. The practice of making permanent assignments without return rights to these temporary duties causes post assignment placement issues.**
- **Solution:** **Assign PMs to permanent positions with administrative return rights with PCS**
- **Benefit:** **Provides a safety net**
  - Ensures that PMs have options for continued employment at the end of their PM tours.
  - Removes the disincentive associated with a high risk of no follow-on assignment
- **Discussion:** **Mr. Snyder recommends that this be done on a case specific or negotiable basis and not a blanket authority.**
- **Status/Implementation:** **Open**
  - Memorandum to LTG Le Moyne being staffed for LTG Caldwell's signature



# Personnel Policy/Procedures

- **Issue:** **PM tours are by definition temporary assignments. The practice of making permanent assignments to these time limited duties and not following through with a directed reassignment or termination action in lieu of follow-on placement denies the incumbent of civil service protections such as access to PPP.**
- **Solution:** **Provide promoted PMs with Priority 1 PPP registration.**
- **Benefit:** **Provides a safety net**
  - Ensures that PMs have options for continued employment at the end of their PM tours.
  - Removes the disincentive associated with a high risk of no follow-on assignment
- **Status/Implementation:** **Open**
  - PPP registration requires that the subject be addressed by the DoD PPP Advisory Counsel and submitted as a formal request to DoD.
  - The Advisory Counsel only meets every 6-months, the next opportunity to bring this issue to them will be in the spring.
  - Ms. Williams (G-1/CPP), as the action officer, will research/work the issue and bring it to the DoD PPP Advisory Counsel through the Army member.



# Personnel Policy/Procedures

- **Issue:** Civilians selected for PM have extensive delay between selection and promotion. Additionally, civilians are required to attend mandatory training required for the new position while on the payroll of the losing organization. And, if they PCS, civilians have to conduct PCS activities either while on the rolls of the losing organization or as they are coming up to speed in the new job, often while still attending training.
- **Solution:** Revise sequence/timing of events between selection and change of management/charter (see time-line illustration on next chart).
- **Benefit:** Corrects inequities between CSL assignments and normal promotions
  - Reduces the delay between selection and promotion/assignment
  - Allows more timely backfill of vacated position
  - Training while assigned in new organization rather than while still on rolls of old organization
  - PCS, if needed, accomplished on rolls of new organization
- **Status/Implementation:** Open
  - Memorandum being staffed for LTG Caldwell's signature



# Personnel Policy/Procedures

- **Issue:** In filling CSL PM positions, PPP procedures are not uniformly administered between installations, and frequently from desk to desk.
- **Solution:** Training requirements identified in the “Notional Schedule from Selection to Assuming Command” and documented in the implementing memorandum maybe sufficient to justify exception to PPP
- **Benefit:** Simplifies the CSL PM assignment process
- **Status/Implementation:** Open
  - PPP exception requires that the subject be addressed by the DoD PPP Advisory Counsel and submitted as a formal request to DoD.
  - The Advisory Counsel only meets every 6-months, the next opportunity to bring this issue to them will be in the spring.
  - Ms. Williams (G-1/CPP), as the action officer, will research/work the issue and bring it to the DoD PPP Advisory Counsel through the Army member.



# Personnel Policy/Procedures

- **Issue:** Under the terms of the DoD Civilian Acquisition Workforce Personnel Demonstration Project Operating Procedure, DoD employed spouses of Army acquisition workforce civilians who are geographically relocated are entitled to be registered as PPP Priority 3 candidates. The Army PPP Operations Manual does not reflect this special status granted to the spouses of acquisition workforce employees. The Army PPP Operations manual requires that the spouse be employed by Army, not another DoD component.
- **Solution:** Correct the Army PPP Operations Manual
- **Benefit:** Affords CSL PMs and other Acquisition Workforce members the benefit of the exception granted as part of the Acquisition Demonstration Project
- **Status/Implementation:** Open
  - Ms. Williams (G-1/CPP), as the action officer, to research/work the issue.



# Training

- **Issue:** **Civilians aspiring to be PMs do not have a clear understanding of the benefits and entitlements that go with the position.**
- **Solution:** **Develop a PM reference book that specifically addresses selection process, entitlements, benefits, training, timelines, policies, procedures, career counseling/assistance POCs, and responsibilities for career management. Use the reference book as the basis for uniform counseling by regional and AMB ACMs, as well as the guideline for the granting or denying specific requests.**
- **Benefit:**
  - Facilitates clear and accurate counseling in conjunction with assignment to PM positions.
  - Equips ACMs to address benefits and entitlements issues.
  - Ensures benefits and entitlements are uniformly administered and not routinely negotiated on a case by case basis between the incumbent and the local command chain.
- **Status/Implementation:** **Open**
  - The development of the reference book will be addressed by a future IPT.
  - ASC action/lead



# Training

- **Issue:** AAC Civilians and military going into PM positions have training voids not addressed in other forums. Examples include civilian personnel policies and procedures as a supervisor (many civilian PMs and most military PMs have not been civilian supervisors before becoming a PM), dealing with the DA Staff relative to program management, budgetary and political issues; and the ASC PM support mission.
- **Solution:** Create an Acquisition PCC for both military and civilian PMs (approximately 2 days).
- **Benefit:** Addresses the voids in current training programs
- **Status/Implementation:** Open
  - Addressed in AAC Campaign Plan
  - ASC action



# Training

- **Issue: A forum is needed to facilitate civilian PM networking and in the job training.**
- **Solution: Conduct a civilian track at the AAC Workshops. Possibly as a dual track for civilian PMs in the same time slot as the Executive Session.**
- **Benefit: Provides an opportunity for presenting extra training civilian PMs usually do not get, but need - classes like "how to write a quality OER/SRPE."**
- **Status/Implementation: Open**
  - To be addressed in planning of next AAC Workshop
  - ASC action



# Environment

- Issue: **Civilians making a PCS to a PM assignment at posts where their military peers are all collocated in military housing, do not have access to the informal social structure that permits off-duty informal communication and family support structures (like wives' clubs, scouts or little league).**
- Solution: **At posts where government housing availability exists and local installation commanders receive a formal request from a civilian CSL PM making a PCS to the installation, establish a policy that encourages local installation commanders to designate the position as “Key and Essential” for the duration of the civilian’s assignment.**
- Benefit: **Facilitates peer-to-peer communication, unit cohesion, and social integration in the new PEO environment.**
- Status/Implementation: **Open**
  - Memorandum for LTG Caldwell's signature being staffed



## Environment

- **Issue: Civilians, and military in civilian clothes, are not readily recognized by the Army acquisition leadership as being Army PMs.**
- **Solution: Create Product and Project Manager lapel pins to civilian and military PMs for recognition when in civilian attire. Issue/present them to the PMs at the time they are given their charter.**
- **Discussion: Solution already implemented for Competitive Development Group**
- **Status/Implementation: Open**
  - ASC action



## Environment

- **Issue: Inadequate internal communications within ASA(ALT) and between ASA(ALT) and PERSCOM**
- **Discussion: Numerous examples exist illustrating a variety of communication problems. The problems are not rooted in policy, they are cultural and supervisory issues that have developed over many years.**
- **Status/Implementation:**
  - The current ASC and AMB leadership are fully aware of these problems and initiated corrective actions prior to the taskforce bring this issue to their attention.



## Incentives

- **Issue:** While we consider selection to be a PM as a promotion, there is no financial incentive for the GS employee who takes a lateral to a PM position or the CCAS employee who is selected to be a PM. The workload increases without pay adjustment.
- **Solution:** Establish a uniform policy across all pay pools to stratify the Acquisition Demonstration Project Staffing Supplement such that the percentage given to civilian CSL PMs is greater than that given to other supervisors.
- **Benefit:** Corrects the within pay-band financial disincentive. We tout PM selection as a promotion but fail to make any salary adjustment upon assuming the new duties.
- **Status/Implementation:** **Open**
  - Change to the DoD Acquisition Demonstration Project required
  - Insert in the next bundle as either: "applies to all" or "component optional"
  - Anthony Echols raised this proposal for discussion at the Pay Pool Managers meeting on 17 Sep 02.
  - **Army Principals (Mr. Bolton & Mr. Snyder) must sell concept to their counterparts in other Services**
  - Mr. Snyder's has expressed support and indicated APS already has features to achieve this.



**Decision Required**  
Option 1 is  
recommended course of  
action

# Incentives

- **Issue:** **While we consider selection to be a PM as a promotion, there is no financial incentive for the CCAS employee to aspire to be a PM. Locally managed pay pools measure CSL PM contributions no differently from others in the pay pool.**
- **Solution:** **Two options:**
  - Option 1: Place all CSL PMs in a separate pay pool managed by AAE or DACM.
  - Option 2: Establish a uniform policy across all impacted pay-pools to adjust PM pay by placing more value on the contribution of civilian CSL PMs.
- **Benefits:**
  - Both options correct disincentive of PMs being rewarded on par with coworkers who have less responsibility, travel, and risk associated with their positions.
  - First option reestablishes senior rater concept for PMs
- **Discussion:** **Per Anthony Echols, either option is a perfectly legal and appropriate way to uniformly compensate CSL PMs for their added workload and increased level of responsibility.**
- **Status/Implementation:** **Open - Decision Required - (Option 1 or Option 2)**
  - Option 1: Publish policy establishing separate PM pay pools
  - Option 2: Use the Army CCAS Personal Policy Board to establish a uniform policy for all Army pay-pools that puts more value on the contribution of CSL PMs. This requires the personal leadership of Mr. Bolton as the chair of the Army CCAS Personal Policy Board.



Original AAC vision was  
a cadre of geographically mobile  
highly competent civilian  
acquisition professionals.

## Incentives

- **Issue: A major reason for civilians not wanting to geographically relocate is the fear of financial loss associated with locality pay adjustments.**
- **Solution: Establish a policy to provide relocation bonuses for civilian PMs accepting a PM assignment requiring a PCS to an area with a lower locality pay differential.**
- **Benefit:**
  - Levels the playing field for individuals moving between areas with different locality pay adjustment rates.
  - Provides incentive for geographic mobility
- **Discussion: With AAE's approval, the DACM can establish policy authorizing issuance a relocation bonus of up to 25% of basic pay on a group basis for Program and Project Managers who must relocate to accept positions in areas with a lesser locality pay rate.**
- **Status/Implementation: Open**
  - Bonus plan and implementing policy memorandum required
  - ASC action



## Incentives

- **Issue:** **Significant misunderstanding about the mobility agreement within the civilian community.**
- **Solution:** **Review and revise/rewrite the mobility agreement to increase clarity about functional, organizational and geographic mobility and remove the perception that it is a “blank check” that will uproot the individual from home and family.**
- **Status/Implementation:** **Open**
  - ASC to establish an IPT to review and revise the mobility agreement.



# Selection Boards

- Issue: Today, civilians in centrally selected positions do not receive any career management attention to assure that they do not miss their next career step announcement window.
- Solution: Implement a policy of PERSCOM ACM central management of civilians while they are in CSL positions (PM, LTT, SSC, CDG).
- Benefit: This levels the playing field between the civilians and the military members of the AAC in CSL positions.
- Discussion: Implementation does not require a formal policy and can be implemented by agreement between ASC and PERSCOM AMB. There will be no issue of favoritism for a portion of the workforce if the announcement states that selected individuals will be centrally managed.
- Status/Implementation: **Open - Partially Completed.**
  - Product/Project Manager announcement amended on 17 Sep 02.
  - PERSCOM AMB will include modification in all future announcements and implement the central management procedures.



# Selection Boards

- **Issue:** **Potential civilian applicants receive too little guidance on how to build their application packages, and the historical level of post-board feedback has been insufficient to be meaningful to most civilian applicants.**
- **Solution:**
  - Use the PERSCOM AMB "AAC Boards Information" web site, publish improved lessons learned to include a set of "how to" examples for submitting packages to the boards. The web site will also include instructions on how to contact your AMB career manager.
  - Continue to conduct workshops on career planning.
- **Benefit:** **Improved applications.**
- **Status/Implementation:** **Open**
  - AMB to establish and lead an IPT to update the web site tools.
  - ASC to conduct additional workshops for future announcements.



## Selection Boards

- **Issue:** **The briefings to boards do not adequately address the differences between the civilian and military career models, and files.**
- **Solution:** **Revise the briefing given to boards by including the new civilian career model, clarifying the differences in civilian and military careers, and improving explanation on where to find critical information in the file.**
- **Benefit:** **This will allow boards to develop word pictures that address the differences between military and civilian careers rather than just describing the ideal military candidate.**
- **Status/Implementation:** **Completed.**
  - G-1 submitted revised briefing for legal review prior to use by next board.



# 2003 Army Acquisition Workforce Conference

February 11-12, 2003 Atlantic City, New Jersey

## Notional Schedule from Selection to Assuming Command

### POM to BES Window to adjust funding to cover civilian

#### PM salary

- Place civilian PM in ASC slot, salary paid by gaining PMO
- Permits losing organization to backfill
- Frees individual for all needed/required training

0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	No v	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul

#### Personnel Actions

- Clear Stopper List
- Assign to New Duty Station
- Gaining PMO pays salary
- PCS (if needed) prior to Change of Management/Charter

#### Benefits Counseling

#### Slating Announced

#### Selectees Announced

#### Selection Board Meets

#### Pre-Command Training

- New Supervisor
- DAU/DSMC
- Branch Pre-Command
- Army Pre-Command
- AAC Pre-Command (?)

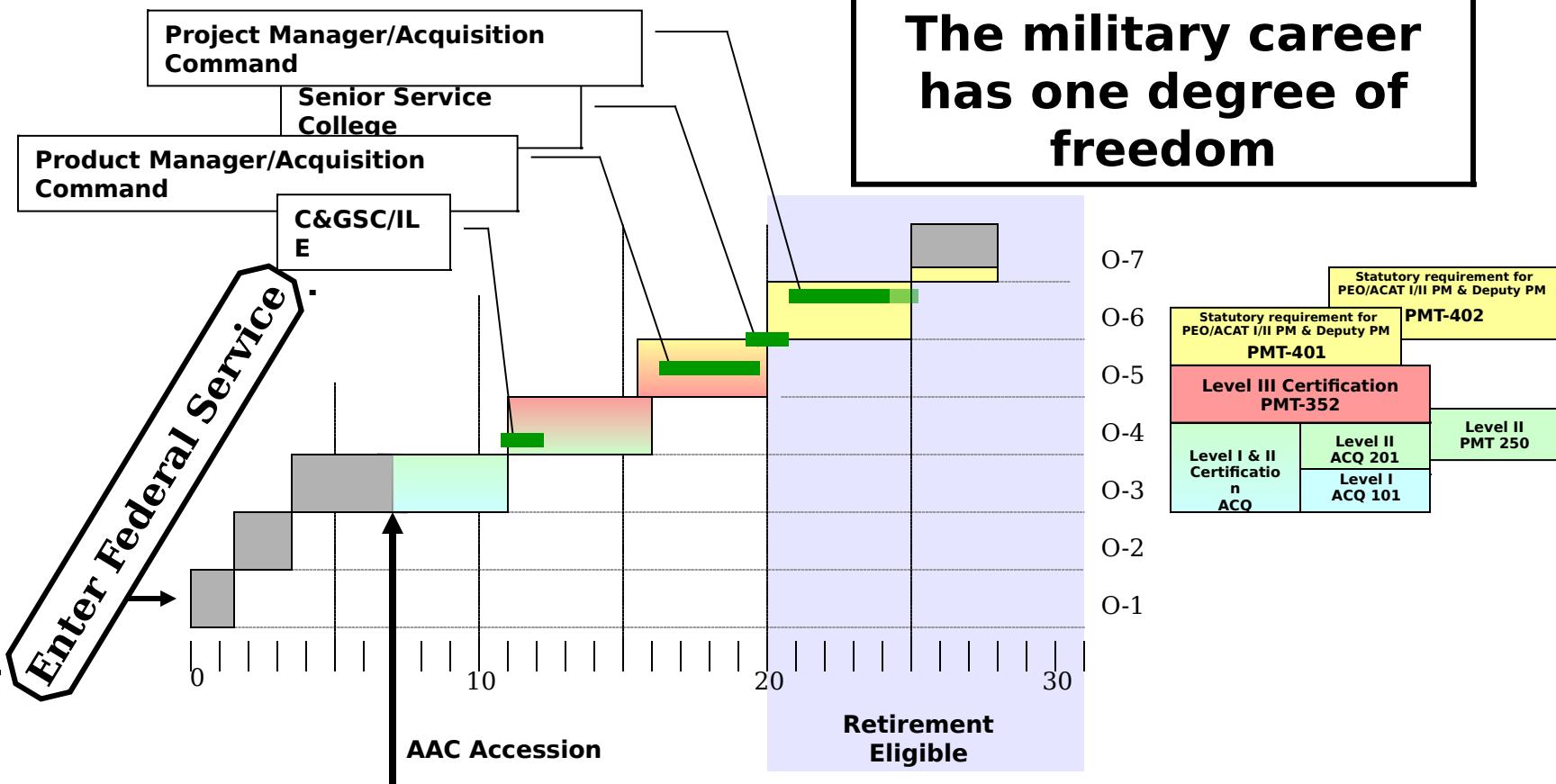
#### Change of Management/Charter

#### Former PM, if civilian, executes placement options rights:

- Move to New Position
- Retreat to Former Position
- Priority Placement Registration



# AAC Military Career Model



Stair step "up or out" career path with single entry point

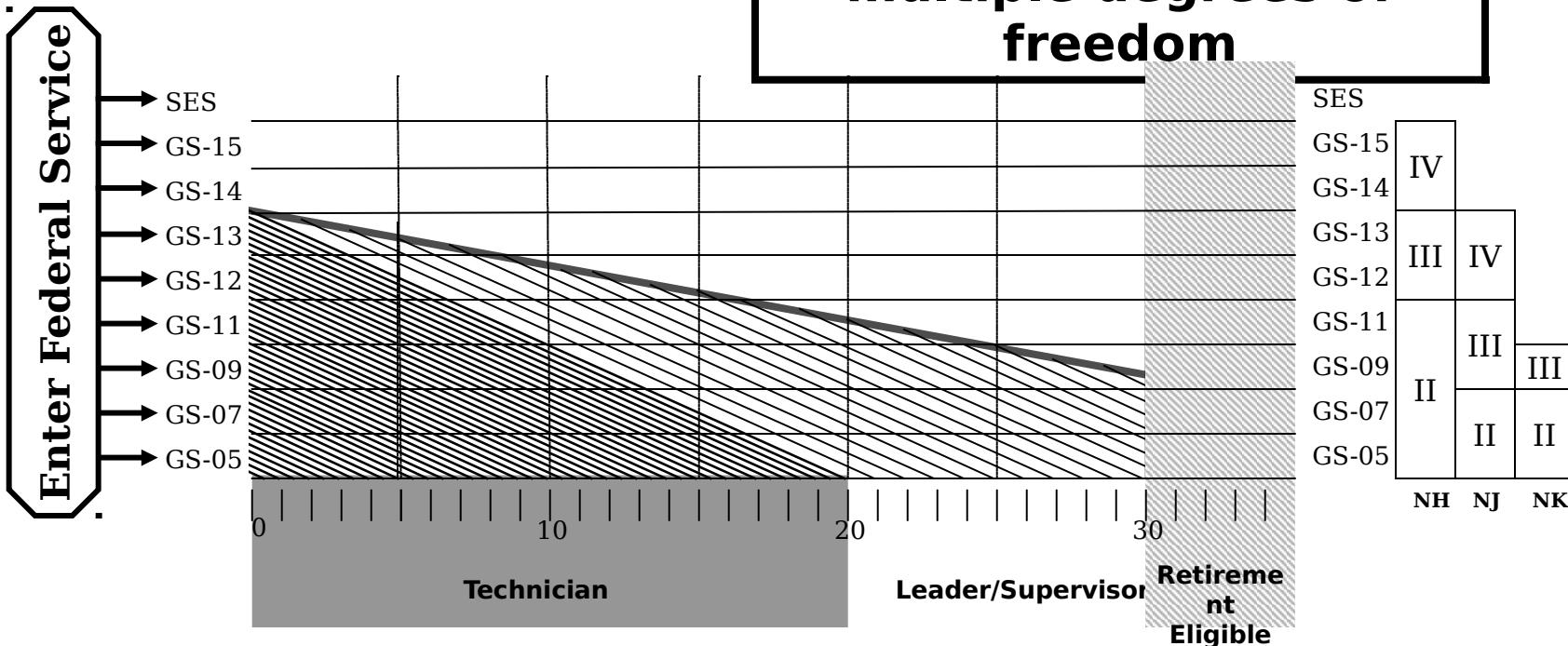
Shaded bars indicate typical career path (colors match acquisition training requirements)

Time in grade for individual careers may vary slightly.



## AAC Civilian Career Model The Environment

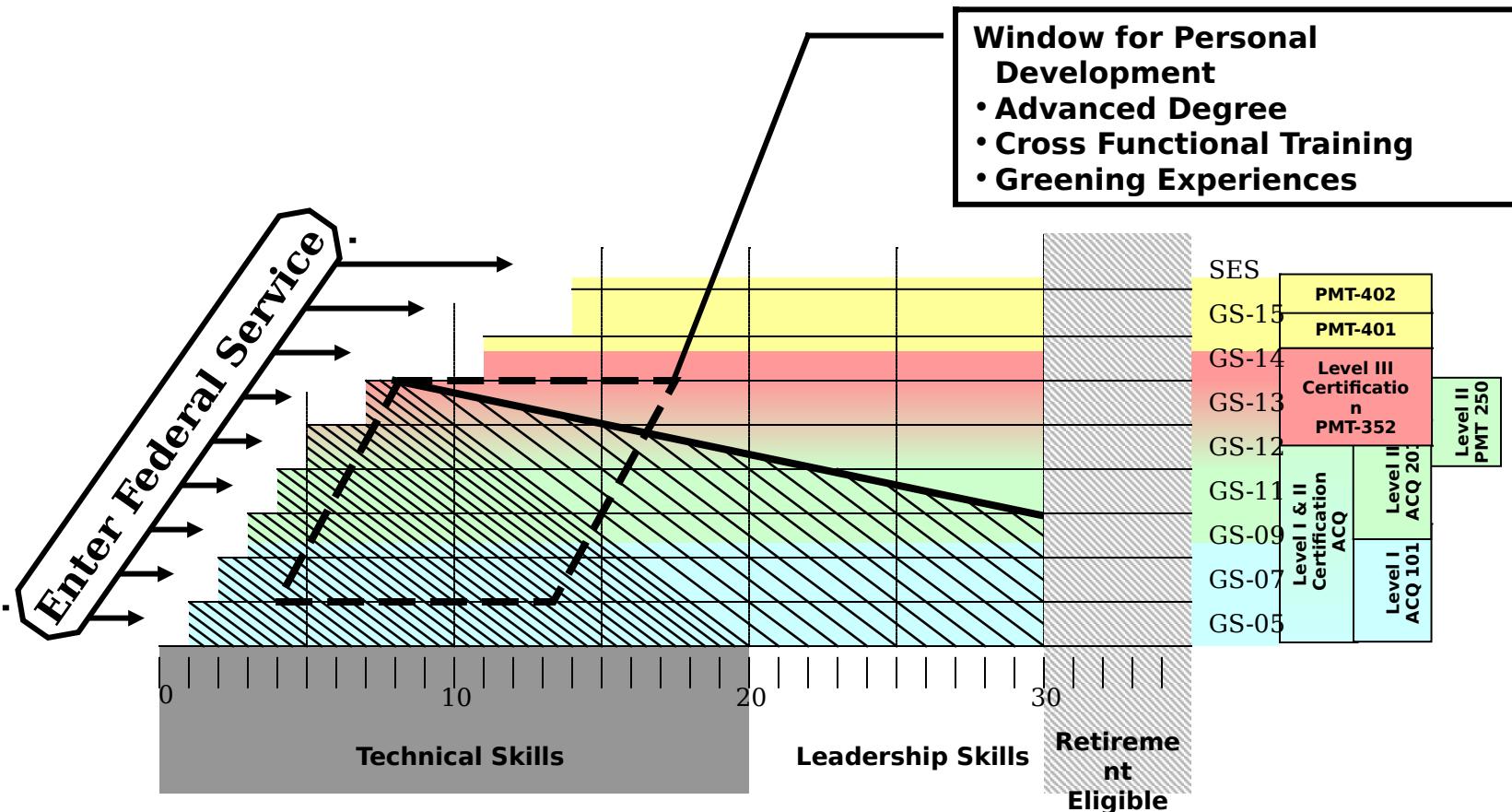
**The civilian career has  
multiple degrees of  
freedom**



- Career path has multiple entry points (grades) and can exit and reenter at any point.
- Career path can follow any continuous path through the graphic to include indefinite plateaus at any grade.
- Time scale shows years of service. This may be all civilian or a combination of military and civilian (both government and non-governmental).
- Interpreting the Technician and Leader/Supervisor graphic:
  - Dark shading      Technician      Individuals usually perform in non-leadership roles.
  - No shading      Leader/Supervisor      Individuals are usually in leadership positions.
  - Light shading      Leader/Supervisor      Individuals may, or may not, perform in a leadership role.



## AAC Civilian Career Model Acquisition Training

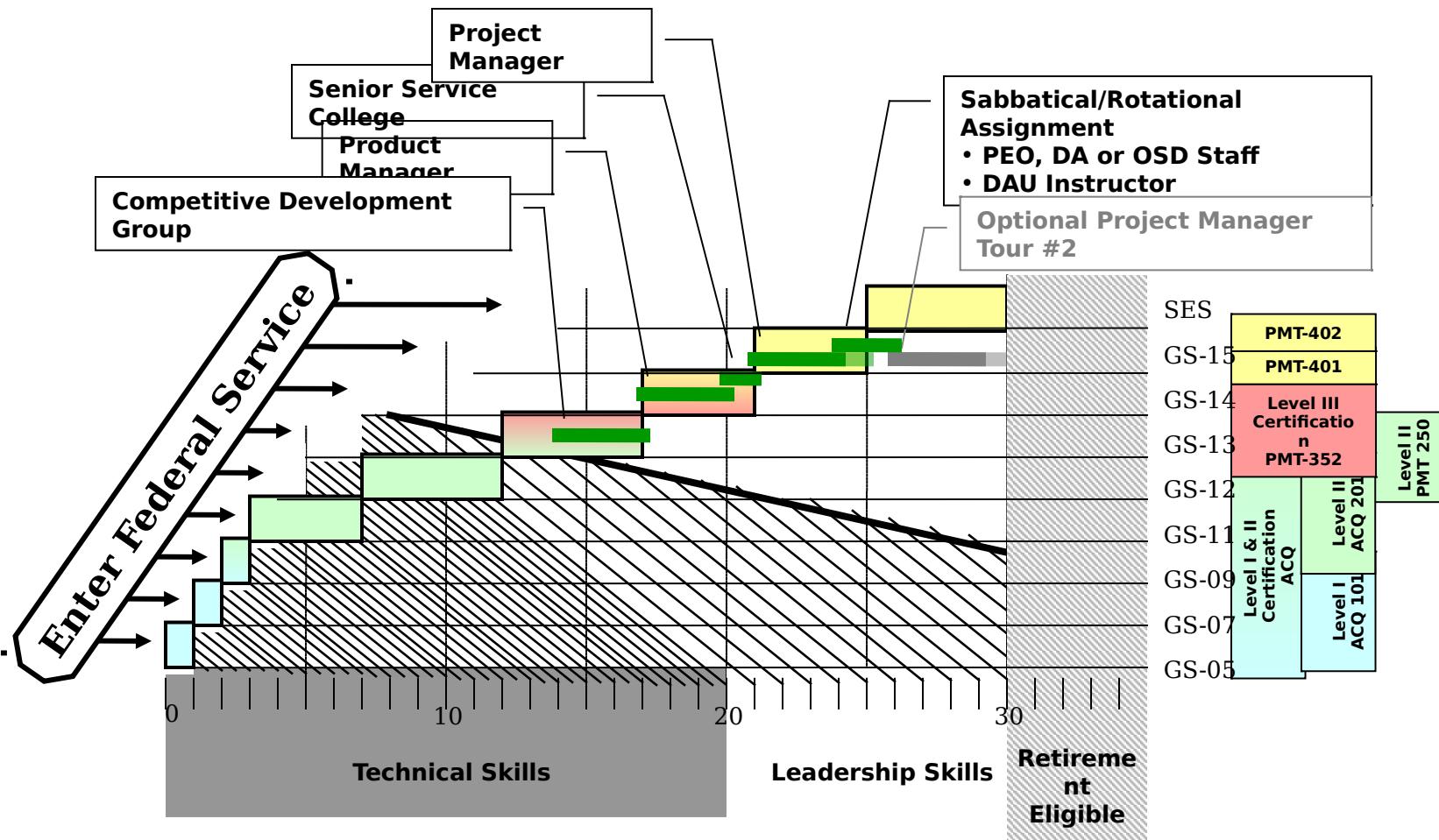


- Left edge depicts realistic fast-track promotion path (OPM minimum requirement is 1 year in grade before promotion).
- Horizontal shaded/color bars denote acquisition training requirements by grade.
- Individuals entering government service responsible to achieve all levels of certification up to that appropriate for their grade level.



# AAC Civilian Career Model

## Textbook Track to PM



- Shaded bars denote notional a typical career path (colors match acquisition training requirements)
- Individual careers will vary based on personal circumstances and decisions
- Individuals may plateau and remain in same grade for any period of time at any point in the career
- Green and gray bars indicate typical career points for various centrally selected assignments.
- There is no prerequisite relationship between the centrally selected assignments illustrated.



# Initiatives and Action Officers

## A. Leadership

- A.1 Continue to "tell it like it is" - CLOSED
- A.2 SRPEs and ACRBs- Trish Hopson
- A.3 SES participation on DA Secretariat Boards - Maria Holmes
- A.4 Sponsorship for incoming mil and civ personnel - Roberta McMillen
- A.5 Waivers - Trish Hopson CLOSED
- A.6 Quality of assignments - Karen Sullivan
- A.7 Mentoring and senior leadership speaking with one voice - CLOSED

## B. Career Model - Trish Hopson

## C. Post-Utilization

- C.1 Recruitment policy for acquisition SES positions - Maria Holmes
- C.2 Post-Utilization spaces
- C.2.1 Option 1 - 3 vacancies - Jim Welsh
- C.2.2 Option 2 - Temporary parking spaces - Eileen Reichler
- C.2.3. Option 3 - List to PEOs - Roosevelt Ingram

## D. Personnel Policy/Procedures

- D.1 Request for admin return rights - Carolyn Creamer
- D.2 PPP for PMs at the end of tours - Stephanie Williams
- D.3 Policy re-defining timeline from selection to charter - Karen Sullivan
- D.4 Request for PPP exemption for CSL PMs - Stephanie Williams
- D.5 Army spousal PPP problem - Stephanie Williams

## E. Training

- E.1 PM benefits/entitlements/procedures handbook - Trish Hopson
- E.2 Acquisition PCC - Al Kinkella
- E.3 PEO/PM Workshop civilian breakout session - Karen Sullivan
- E.4 Change to DAWIA required - Marko Nikituk

## F. Environment

- F.1 Designation of "Key and Essential" personnel - Garet McKimmie
- F.2 Lapel pins - Thomi Coleman
- F.3 Communication - CLOSED

## G. Incentives

- G.1 Equal CCAS contribution for CSL PMs and others - Jerry Lee
- G.2 Stratification of supervisor pay - Jerry Lee
- G.3 Relocation bonuses - Carolyn Creamer
- G.4 Mobility agreement - Mary McHale

## H. Selection Boards

- H.1 Central management of CSL personnel - Cathy Johnston
- H.2 PM applicant guidance/feedback - Cathy Johnston
- H.3 Briefings to selection boards - LTC Linda Herbert



# Status

## Initiatives Not Covered Today

- A.1 Continue to “tell it like it is” CLOSED
- A.5 Waivers CLOSED
- A.7 Mentoring and senior leadership speaking with one voice CLOSED
- B. Career Model CLOSED
- D.2 PPP for PMs at end of tour Awaiting DoD PPP Advisory Council Mtg (Spring 03)
- D.4 Request for PPP exemption fro CSL PMs Awaiting DoD PPP Advisory Council Mtg (Spring 03)
- D.5 Army spousal PPP problem Awaiting DoD PPP Advisory Council Mtg (Spring 03)
- H.3 Briefings to selection boards CLOSED



# 2003 Army Acquisition Workforce Conference

February 11-12, 2003    Atlantic City, New Jersey

## Timelines - A. Leadership

**FY03**

Oct    Nov    Dec    Jan    Feb    Mar    Apr    May    Jun    Jul    Aug    Sep    Oct    Nov  
Dec    Jan

**FY04**

A.1 Continue to "tell it like it is"

A.2 SRPEs and ACRBs-

A.3 SES participation on

DA Secretariat Boards

Closed

A.4 Sponsorship for incoming mil Closed Signed by G Caldwell on 9 Dec. Distributed thereafter

and civ personnel

A.5 Waivers CLOSED

A.6 Quality of assignments AWAITING ACTION PLAN AND TIMELINE

A.7 Mentoring and senior

leadership speaking with one voice



= Initiative Complete, **AMBER** = Action Pending, **RED** = Requires attention



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## Timelines - B. Career Model

**FY03**

*Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep Oct*  
*Nov Dec Jan*

**FY04**

**B. Career Model**



= *Initiative Complete*, **AMBER** = *Action Pending*, **RED** = *Requires attention*



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## Timelines - C. Post-Utilization

**FY03**

Oct    Nov    Dec    Jan    Feb    Mar    Apr    May    Jun    Jul    Aug    Sep    Oct  
Nov    Dec    Jan

**FY04**

C.1 Recruitment policy for acquisition      ACTION PLAN INCOMPLETE, NO COMPLETION DATE PROVIDED

SES positions

C.2.1 Option 1 - 3 vacancies



C.2.2 Option 2 - Temporary parking spaces



C.2.3. Option 3 - List to PEOs



Initial mailing to PEOs

Re-visit list

Recurring process

*These last three are being combined...*

*notification letters for AAE and MILDEP signatures being developed*



*= Initiative Complete, AMBER = Action Pending, RED = Requires att*



## Timelines - D. Personnel Policy/Procedures

**FY03**

Oct   Nov   Dec   Jan   Feb   Mar   Apr   May   Jun   Jul   Aug   Sep   Oct  
Nov   Dec   Jan

**FY04**



D.1 Request for admin return rights

Closed Memo signed by LTG Caldwell and is being staffed through LTG LeMoyn

D.2 PPP for PMs at the end of tours

AWAITING DoD PPP ADVISORY COUNCIL MTG (SPRING 03)

D.3 Policy re-defining timeline from selection to charter

AWAITING ACTION PLAN AND TIMELINE

D.4 Request for PPP exemption for CSL PMs

AWAITING DoD PPP ADVISORY COUNCIL MTG (SPRING 03)

D.5 Army spousal PPP problem

AWAITING DoD PPP ADVISORY COUNCIL MTG (SPRING 03)



= Initiative Complete, **AMBER** = Action Pending, **RED** = Requires att



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## Timelines - E. Training

**FY03**

Oct   Nov   Dec   Jan   Feb   Mar   Apr   May   Jun   Jul   Aug   Sep   Oct  
Nov   Dec   Jan

**FY04**

E.1 PM benefits/entitlements/  
procedures handbook

Draft Copy



?

E.2 Acquisition PCC



E.3 PEO/PM Workshop civilian  
breakout session

AWAITING ACTION PLAN AND TIMELINE

E.4 Change to DAWIA required

AWAITING FOR NEXT OSD WORKFORCE ACTION TEAM (WAT) MTG



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## Timelines - F. Environment

**FY03**

Oct   Nov   Dec   Jan   Feb   Mar   Apr   May   Jun   Jul   Aug   Sep   Oct  
Nov   Dec   Jan

**FY04**

F.1 Designation of "Key and  
Essential" personnel



Closed Survey has indicated interest. AR210-50, Housing Management, provides  
authorization details.

F.2 Lapel pins



F.3 Communication



= *Initiative Complete*, **AMBER** = *Action Pending*, **RED** = *Requires Action*



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## Timelines - G. Incentives

**FY03**

Oct    Nov    Dec    Jan    Feb    Mar    Apr    May    Jun    Jul    Aug    Sep    Oct  
Nov    Dec    Jan

**FY04**

G.1 Equal CCAS contribution for



CSL PMs and others

G.2 Stratification of supervisor pay



G.3 Relocation bonuses



G.4 Mobility agreement

Authorization memo being staffed



IPT in March will develop memo for staffing



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## Timelines - H. Selection Boards

**FY03**

Oct   Nov   Dec   Jan   Feb   Mar   Apr   May   Jun   Jul   Aug   Sep   Oct  
Nov   Dec   Jan

**FY04**

H.1 Central management

of CSL personnel

Announcement amended identifying priority placement problems



H.2 PM applicant guidance/feedback

Closed



H.3 Briefings to selection boards



Briefing to be updated next year based on ACRB changes. Approved by entire chain of command, including SECA. Will be presented COL/GS-15 Command Board on 11 Feb



= Initiative Complete, **AMBER** = Action Pending, **RED** = Requires attention



## Conclusions

- Most timelines submitted, some AOs more involved than others
- Momentum continues (IPR good motivator for AOs)
- Critical measurement will be next IPR when we look at progress and slippages
- PEO staffing required for some initiatives, plan to leverage AKO



## PM Post-Utilization Taskforce Update

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## PM Post Utilization Task Force

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